



STATE OF NEW JERSEY

In the Matter of Social Worker
Juvenile Rehabilitation (C0582V),
Union County

FINAL ADMINISTRATIVE ACTION
OF THE
CIVIL SERVICE COMMISSION

Appointment Waiver

CSC Docket No. 2018-2951

ISSUED: July 24, 2018

(AMR)

Union County requests permission not to make an appointment from the December 18, 2017 certification for Social Worker Juvenile Rehabilitation (C0582V).

The record reveals that the Union County provisionally appointed Julia Leftwich, pending open competitive examination procedures to the subject title, effective April 1, 2017. An examination was announced with a closing date of July 24, 2017 that resulted in a list of nine eligibles with an expiration date of December 13, 2020. It is noted that Leftwich is no longer serving as a Social Worker Juvenile Rehabilitation and there are currently no employees serving provisionally pending open competitive examination procedures in the subject title with the appointing authority.

The appointing authority returned the certification indicating that a permanent appointment would not be made from the subject list because the provisional appointee was no longer serving. Specifically, it explained that subject title reported to the Director of the Division of Youth Services, who retired January 1, 2017. During the transition, the title of Social Worker Juvenile Rehabilitation was posted and used to reflect the duties of court liaison and social work services involving youth. Once a new Division Director was named, the Division expanded its scope of services and modified the duties beyond those of the original Social Worker Juvenile Rehabilitation position. Therefore, to adapt to the evolving needs of the residents they serve, this title is no longer required for this Division.

The appointing authority's request for an appointment waiver was acknowledged, and it was advised that if its request were granted, it could be assessed for the costs of the selection process in the amount of \$2,048. However, the

appointing authority did not provide any additional information for the Civil Service Commission (Commission) to review.

CONCLUSION

In accordance with *N.J.S.A. 11A:4-5*, once the examination process has been initiated due to the appointment of a provisional employee or due to an appointing authority's request to fill a vacancy, the appointing authority must make an appointment from the resulting eligible list if there are three or more interested and eligible candidates. The only exception to this mandate may be made for a valid reason such as fiscal constraints.

In the instant matter, the examination for the subject title was generated as a result of the provisional appointment of Julia Leftwich, who is no longer serving in the subject title. However, after a complete certification was issued, the appointing authority requested an appointment waiver, explaining that due to the expansion of the duties of the subject title, the Social Worker Juvenile Rehabilitation position was no longer warranted. In conjunction with the fact that there are no provisionals currently serving, there is a sufficient justification for an appointment waiver.

Although an appointment waiver is granted in this matter, both *N.J.S.A. 11A:4-5* and *N.J.A.C. 4A:10-2.2(a)2* state that if an appointing authority receives permission not to make an appointment, it can be ordered to reimburse for the costs of the selection process. While administering examinations and providing the names of eligible job candidates to the jurisdictions under the civil service system are two of the primary activities of this agency, these costly efforts are thwarted when appointing authorities fail to utilize the resulting eligible lists to make appointments and candidates have needlessly expended their time, efforts and money to take these examinations in hopes of being considered for a permanent appointment. In this case, the appointing authority's determination that it no longer needs to maintain the position of Social Worker Juvenile Rehabilitation after it requested an examination for the subject title does not provide a basis on which to waive the selection costs. Thus, although a waiver is granted, it is appropriate that the appointing authority be assessed \$2,048 for the costs of the selection process.

ORDER

Therefore, it is ordered that a waiver of the appointment requirement be granted. Additionally, the Civil Service Commission orders that the appointing authority be assessed for the costs of the selection process in the amount of \$2,048 to be paid within 30 days of the issuance of this order.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 18th DAY OF JULY, 2018



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